

Coaching in practice:

How to have purposeful conversations

In this workshop, we will be:

- Exploring coaching theory and putting it into practice
- Receiving and providing feedback on your own coaching style in a safe environment
- Asking questions and gaining expert advice

Defining coaching

Use the space below to capture your notes



The coaching approach

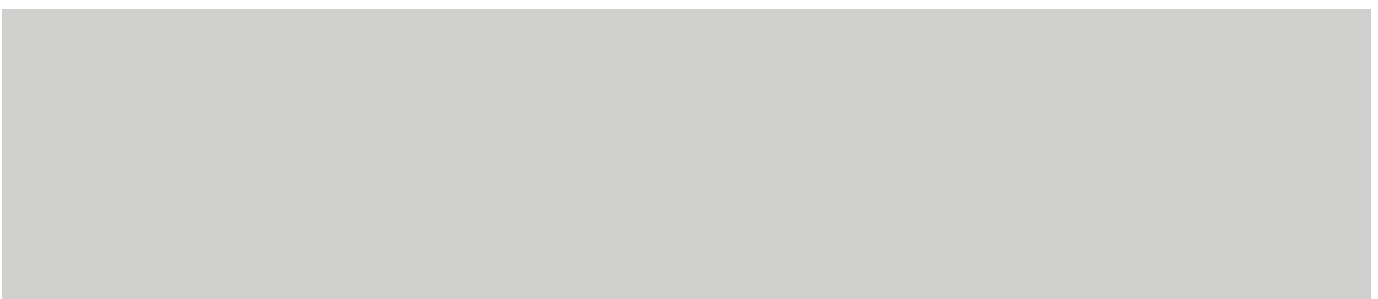
How would you score your level of confidence in being able to be present?

Accept

Breathe

Choose

Use the space below to capture your notes



The coaching approach: listening



Based on Stephen Covey (1989)

My current listening level:

1

2

3

4

5

Use the space below to capture your notes

Practice

The conversation in your room is confidential. When you return to the main room we only want to hear about how the coaching played out not the topic that was discussed.

Coach

- Share how you feel about being the Coach
- Follow the GROW model
- Your role is to help the coachee navigate through the situation they share
- Allow space for the coachee to think

Coachee

- Bring a situation that you are comfortable sharing
- Do not make up a scenario
- Be honest and open
- Answer each question at your own pace

Observer

- Watch the interaction between the coach and the coachee
- Your feedback is for the coach only—pay attention to their opening statement about how they feel about being the coach.
- When the time is up ask the coach:
 - What do you think went well?
 - What is one thing you'd like to work further on?
- You, as the observer, should offer 3 pieces of feedback based on the theory of coaching and how it played out

Use the space below to capture your notes

Your reflections on the live practice

How did it go?

What are you proud of?

What feedback did you receive?

What do you want to continue to develop?

Next steps

- Keep practicing
- How might I use my coaching skills?
- Talk to others about what you have learnt today
- What will I do differently after what I have heard today?
- Keep a self-reflection log of your progress

Good luck!